

P&M

## THE P & M GROUP

The P & M Group (P&M) is a Gloucester-based construction subcontractor which specialises in temperature-controlled buildings. The family-owned business has worked with Wylde Connections since 2022 to embed sustainable practice across its operations. The award-winning Group has worked tirelessly to not only improve its own credentials but influence the wider cold chain sector to reduce its environmental impact.

When we first met, P & M's Chairman Andy Moon already had a passion for ESG and the Group demonstrated the values aligned with being an ethical and responsible business. Wylde Connections came on board as a Trusted Sustainability Partner to help implement and develop a robust sustainability

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strategy that would drive interventions designed to future-proof P & M by meeting the needs of people and planet.

The Group named its sustainability strategy Project Acorn. The name reflects the famous phrase "mighty oaks from little acorns grow", following the belief that small steps taken today add up and secure a better future for all. From driving decarbonisation to embracing responsible resource management, the Group is taking every opportunity to have a positive impact.

### AT A GLANCE...

- Completed Wylde's comprehensive Sustainability Strategy programme
- Published detailed sustainability reports for years 2023 and 2024, evolving to incorporate detailed Group metrics
- Conducted Annual Reviews of Sustainability Strategy and Action Plan to measure progress in reducing negative impacts and embedding regenerative practice
- Established baseline Greenhouse Gas Emissions and supported the business in calculating and auditing emissions data
- Raised awareness of P & M's sustainability achievements through effective stakeholder engagement and successful award applications
- Ongoing mentoring and sustainability consultancy support to help P & M take the next steps on its journey
- Delivering sustainability awareness training to The P & M Group managers

## Long-term partnership

P & M worked with our team of experienced consultants to develop a comprehensive **Sustainability Strategy, Action Plan and Road Map** to lay the foundations for transformative practice. That began with Wylde undertaking a **strategic business review** to scrutinise the organisation through a sustainability lens. That provided the insight needed

to kickstart our **5-step consultancy programme** of **Assess, Develop, Implement, Engage and Transform**.

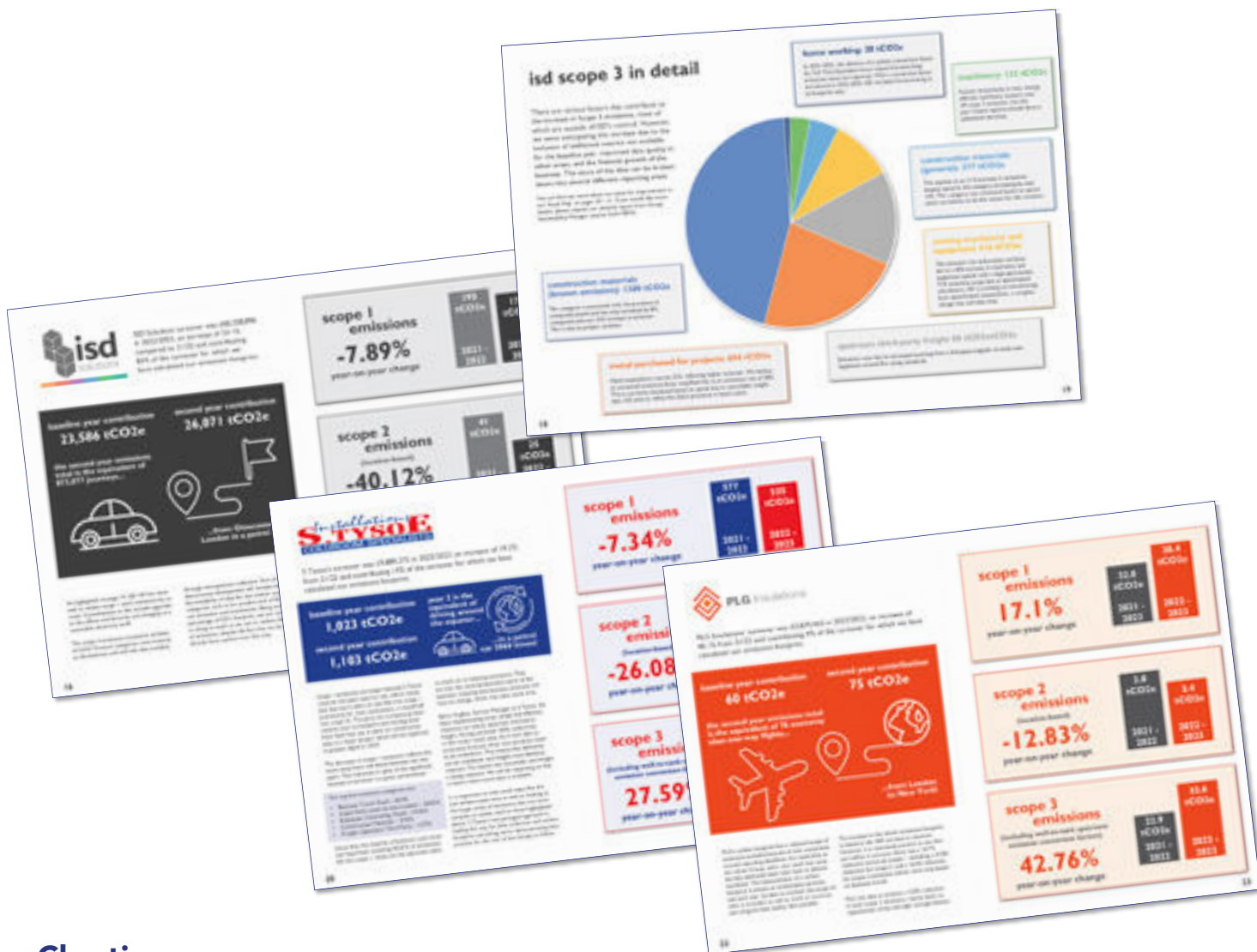
We took a deep dive into P & M's **value chain** assessing how it affects and is affected by ESG factors and global megafactors. We went on to explore strategies for mitigating threats and

optimising opportunities, whilst using a **Materiality Assessment** to understand which sustainability issues are the most important to the Group's stakeholders. P & M's first sustainability report in 2023 set out its ESG priorities and provided a **road map** plotting future milestones. To help maintain momentum and support implementation, they promoted Joanne Swift as Group Sustainability Manager. Wylde has worked closely with Joanne to implement a detailed action plan, providing regular mentoring and consultancy support.



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## Charting progress

That plan incorporates a range of initiatives, including carrying out **supply chain due diligence**, promoting collaboration and raising awareness across the cold chain industry around how P & M might help reduce its carbon footprint.

Key to that support is putting mechanisms in place to measure progress as P & M strives to achieve its ambitious goals. Wylde supported the Group in establishing its **baseline GHG (Greenhouse Gas) emissions** to provide a benchmark for its decarbonization pathway. Our experts helped collate data and calculate emissions using an accredited software platform and helped adhere to the Greenhouse Gas Protocol by encompassing **emission scopes 1, 2 and 3**.

P & M has since extended its sustainability team to include a data analyst. Wylde continues to support them in measuring emissions, including auditing and verifying data and helping meet regulatory requirements set out in the **UK's Streamlined Energy and Carbon Reporting (SECR) framework**.

The Group's **Sustainability Report 2024** includes two years of emissions data for P & M's constituent businesses, ISD Solutions, ISD Solutions Australia, PLG Insulations and S Tysoe Installations. The report highlights reduction success stories including changing to a renewable energy tariff and upgrading to energy efficient machinery.



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## Maximising impacts

Collaboration is key to extending the ESG sphere of influence. Through the Engage phase of our consultancy programme, the Wylde team has helped P & M engage with both **internal and external stakeholders**.

This has involved conducting a **Staff Sustainability Survey** to understand what issues are most important to employees. In addition, the Group has encouraged staff to take the lead in establishing sustainable practice, be it organising a cake sale to raise funds for beach cleans or volunteer their time to inspire primary school children to take up a career in STEM.

In terms of engaging with other parts of its ecosystem, Wylde's associate procurement

specialist is helping P & M develop more **sustainable supply chains**. Work includes conducting due diligence, **streamlining processes to reduce emissions** and ensuring partners can **support responsible resource management**.

In terms of influencing the wider sector, Wylde has helped P & M produce a **report trilogy series** "The hidden cost of a coldstore: From energy consumption to health and safety." The intention is to **educate** the cold chain industry on how the Group's specialisms **can help businesses improve their ESG credentials**. With our encouragement, Joanne has also taken part in several Cold Chain Federation events and panel discussions to share best practice.



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### Raising the bar

At Wylde, we encourage our clients to shout about their achievements and share their journey with as wide an audience as possible. As part of a comprehensive **stakeholder engagement strategy**, we help P & M share their story through **articles, social posts, reports and white papers**.

We also support businesses in submitting **sustainability award applications**. That resulted in Joanne being crowned Cold Chain Climate Champion 2023, on behalf of The P & M Group, at the Cold Chain Federation's inaugural Sustainability Awards.



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## Future focus

Sustainability is a journey rather than a destination and like all our clients, P & M is refusing to rest on its laurels. We are supporting the Group in driving continuous improvement. A key priority is to **empower employees** with the knowledge and tools they need to apply sustainability principles within their day-to-day roles and life outside work.

To support that drive Wylde recently delivered a **Sustainability Awareness for Managers training programme** for 37 P & M staff. The workshop sessions covered a range of topics including understanding the fundamentals of sustainability, exploring leadership, stewardship and culture in a sustainable context, and how to mitigate risks and capitalise on opportunities.

In addition, we will continue to support the Group in developing and implementing a robust **Carbon Reduction Plan**. Our consultants will also help **improve data collection processes** and identifying ways to support **responsible waste management**.

*"One of the biggest barriers to having a sustainable impact is a lack of knowledge... We didn't have a deep understanding let alone a strategy and Denise and Wylde have been a guide and mentor, pushing us to think and act beyond Net Zero. We have embraced nearly all their services to give us a truly holistic approach. They have been invaluable in empowering us to embrace sustainability holistically and bring it into every aspect of the business. It's not just an outsourced service – through training, mentoring and being on hand for technical questions, Wylde have recognised our natural curiosity and drive to do the best we can in all we do and have been a guiding light in helping to forge our path.*

*If you want your business to have an extensive sustainability strategy and are looking to commit to going on the journey the outcomes will be more rewarding with the support of a trusted partner like Wylde."*

*The P & M Group*



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